

RESUME OF GAIL R. SMITH, ESQUIRE

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Present Occupation: Full-Time Arbitrator & Mediator

Business Address:

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PROFESSIONAL AFFILIATIONS:

American Arbitration Association	Maryland State Bar Assn., Labor Section
Maryland State Business ADR Initiative	District of Columbia Bar Assn., Labor Section
Society of Federal Labor & Employee Relations	Central Contractor Registration (CCR)
Professionals (Member, National Board of Directors)	LERA, Maryland Chapter

EDUCATION:

JD	Law	University of Maryland
BA	Political Science	Johns Hopkins University

CERTIFICATIONS:

Law – District of Columbia and Maryland

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Full-time Arbitrator and Mediator in private, public and federal sectors. Currently arbitrates and/or mediates labor and employment cases for FMCS, AAA, U.S. District Court for the District of Columbia and various permanent panels. Previous labor law experience: **1989-1999**, Adjunct Professor, University of Baltimore Law School; **1986-1987**, Assistant Attorney General, Maryland Department of Personnel; **1978-1986**, represented both labor and management interests in private labor law practice, which included Federal and State court litigation, administrative proceedings, collective bargaining, grievance and arbitrations; **1976-1978**, Attorney for the National Labor Relations Board. Seminar instructor in Arbitration and Mediation at the George Meany Center and for the Maryland Institute for Continuing Professional Education of Lawyers (MICPEL). Panel Participant for Federal –Sector Arbitration Workshop at 42nd Annual Symposium Speaker, May 2015; Speaker: “Tips on Arbitrating Cases in the Federal Sector,” the DC Chapter of the Society of Federal Labor & Employee Relations Professionals (SFLERP), and at SFLERP’s 28th Annual Symposium on Federal Sector Labor-Management Relations, September, 2001; Presenter on Mediation Techniques at University of Maryland School of Law Symposium, March, 2007.

ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation and Conciliation Service
New Jersey State Board of Mediation.
DC PERB

PERMANENT PANELS:

Past and current: Allied International Union and Georgetown University; AFGE and National Archives and Records Administration; Metro Washington Airport Authority Employee Relations Council; U.S. Postal Service and APWU; U.S. Postal Service and NALC; U.S. Postal Service and FOP; U.S. Dept. of Labor and AFGE; U.S. Dept. of Navy, U.S. Marine Corps Base (Quantico, VA) and AFGE Local 1786; Social Security Administration and AFGE; U.S. District Court for the District of Columbia (Mediation).

EXPERIENCE IN THE FOLLOWING:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Discipline and Discharge; Disability; Discrimination: Age, Disability, Gender, National Origin, Race, Religion, Sex; Drug/Alcohol Offenses; FLSA; FMLA; Fringe Benefits: Holidays and Holiday Pay, Insurance, Leave, Vacation; Health/Hospitalization; Hiring Practices; Job Performance; Job Classification; Job Posting/Bidding; Management Rights; Past Practices; Promotion; Safety/Health Conditions; Overtime Pay; Seniority; Severance Pay; Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions; Violence or Threats.

PUBLISHED CASES:

Representative sample of cases: Wackenhut Corrections Corp. and Delaware County Prison Employees Independent Union, 117 LA 1802 (2002), D.C. Water Authority and AFGE Local 631, 119 LA 687 (2004), Multiservice Joint Venture and U.S. Naval Academy Cleaning Employees, 120 LA 884 (2004), Prince Georges and PCEA, 120 LA 682 (2004), City of Newark and Fraternal Order of Police, 122 LA 242 (2006), IAMAW Lodge 10 and Church & Dwight Virginia Co., Inc., 124 LA 275 (2007).